

Investigation of the Influence of Organizational Entrepreneurial Culture on Creativity and Innovation in Iran Public Libraries Foundation

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Abstract

Purpose: This paper aims to study the role of organizational entrepreneurial culture as an essential factor in creativity and innovation in Iran Public Libraries Foundation.

Methodology: This research is of survey-descriptive type. The initial data were collected by questionnaire. To measure the dimensions of organizational entrepreneurial culture, McGuire's Questionnaire (2003) was used. Also, measurement of creativity and innovation was performed by standard questionnaire of Sloane Paul (2006). The population under study involved all staff in Iran Public Libraries Foundation, i.e. 4700 persons. We used simple random sampling, in which 150 questionnaires were distributed and finally 116 questionnaires were received.

Findings: Analysis of collected data using SPSS and LISREL 8.5 software along with sign test and pathway analysis indicated that organizational entrepreneurial culture has a positive and significant effect on creativity and innovation. Furthermore, results of sign test revealed that among different dimensions of entrepreneurial culture, the dimension of work meaningfulness and fun is in a proper condition, while other dimensions of entrepreneurial culture including boldness, tolerance of creative deviation, underdog aggressiveness, risk taking, open communication, cooperation, proactive innovation, voice, and organizational entrepreneurial culture are in an unsuitable condition.

Originality/Value: Findings of this research can assist the managers in national institution of public libraries to recognize the strengths and weaknesses of different dimensions of organizational culture which influence creativity.

Keywords: Creativity; Innovation; Organizational entrepreneurial culture; Iran Public Libraries Foundation; Public library; Path analysis.